



Swift Referrals is a multidisciplinary small animal referral practice offering services in internal medicine, oncology, soft tissue and orthopaedic surgery. We also run a first opinion out of hours service for neighbouring practices. We are in Wetherby, West Yorkshire with easy access to York, Harrogate and Leeds as well as the beautiful and uncrowded Northeast coast, the Yorkshire Dales and North York Moors.

As our internal medicine referral clinician, you will work alongside certificate holders and Diplomates in surgery and internal medicine and be jointly responsible for attending to internal medicine cases referred to us by practices throughout Northern and central England. You will also participate in formal and informal clinical training of nursing and junior clinical staff. Participation in in-house and external CPD would also be encouraged.

## Be part of an advanced team

Due to expansion of our internal medicine team, Swift referrals is excited to announce the position of a full time referral clinician. This role would suit a board-certified or residency trained candidate ready to progress their team in a welcoming and adaptable team. The successful applicant would be keen to work alongside existing clinicians to drive the business forward, with potential for progression into a more senior position in the future for the right applicant

We have a large team of talented veterinary professionals including European diplomats, 1 certAVP medic and 2 surgical vets, 43 nurses, 14 ACA's and 13 client care team members. The Hospital includes state of the art diagnostic imaging including a 128 slice CT and a 1.5 Tesla MRI, a complete endoscopy suite, digital radiography, ultrasonography, a fully stocked laboratory and a large intensive care facility with 24/7 veterinary and nursing supervision. We strive for excellent customer service and clinical standards, as well as providing a friendly, collaborative working environment with a great team ethos.

## A great work pattern for a real work-life balance

This is a full-time position with a 4-day work week. 10 hours per day, 8am-6pm. On call is worked as 1:3 on weekends, with the expectation to support hospital clinicians working these shifts rather than on site attendance due to having a dedicated Out of Hours team. As part of our commitment to support individual and flexible working patterns, where appropriate, we would be happy to discuss specific schedules.

## What you need to join our team

\*Board certification would be advantageous

\*RCVS Advanced Practitioner in Small Animal Medicine with extensive experience working in a referral setting would also be considered

Most importantly, you should relish the opportunity to work within a dedicated, caring and professional team. Our selection process is centred on attitude and aptitude, and we offer comprehensive training and support for all new team members.

## Why choose us?

We recognise that our people are fundamental to the success of our business. Investing in our people, premises and processes is at the heart of what we do. We are committed to the wellbeing and development of our team and regularly have in-house CPD sessions, as well as fun team-building activities and treats. In addition to a competitive base salary, you will benefit from:

### Work-life Balance

- \*6.6 Weeks annual leave
- \*Increasing holiday allowance based on length of service
- \*Your birthday as a paid day off

### Development

- \*Generous CPD allowance of £2000 per year and 40 hours
- \*Certificates and further study encouraged and funded
- \*Learning and development opportunities via the IVC Evidensia Academy
- \*Access to Vetlexicon - our online encyclopaedia provider
- \*All our Vets & Nurses can apply for research funding
- \*All our Vets get £1000 per annum to spend via our Care Fund
- \*Infection Prevention and Control Programme
- \*Quality Improvement Programme

### Wellbeing

- \*Enhanced family-friendly policies, including maternity/paternity/adoption/shared parental and surrogacy pay
- \*Private Medical Insurance
- \*Cycle to Work Scheme
- \*Initiatives focused on employee wellbeing, including discounted gym membership
- \*Birthday Leave
- \*Non-accidental injury support

### Professional Memberships

- \*BVA membership paid
- \*VDS cover

### Additional Benefits

- \*Pawsome Benefits – reward gateway giving discounts and cashback with 100's of retailers
- \*Pension – 5% Employee/3% Employer
- \*Discounted staff pet care
- \*Service-related company sick pay
- \*Sponsorship for overseas employees
- \*Private pension scheme

If this position is of interest to you then please contact Kris Reilly – Lead Talent Partner at [Kris.reilly@ivcevidensia.com](mailto:Kris.reilly@ivcevidensia.com).